

Mission First...



 Over 100 Ships Underway Daily

Supporting GWOT

- FRP Answers The Call For Readiness
 - 6+2 CSG Posture
 - ESG/MEU-SOC Power Projection
- Maritime Security Operations
 - Oil Terminal Security
 - Maritime Interception
- Coastal/Harbor Defense
- Homeland Security
- Transforming For the Future
 - USW, Air and Missile Defense



NAVY PERSONNEL



...around the world, around the clock, without a permission slip

What JOs Man Today











CGs

MCMs/MHCs

LPDs/LSDs

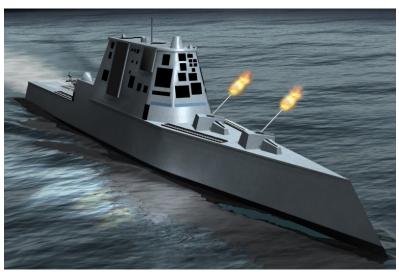






LHAs/LHDs

Manning the Future... DH, XO,CO and Beyond



DD(X)



CG(X)



LCS – Already Manned USS FREEDOM!!

DDG Flight IIAs

COMMAND

What's New





- Surface Personnel Readiness
 Strategy
- Surface Warfare Enterprise
- CNO Diversity CONOPS
- Individual Augments
- LCS Manning
- FAOs
- Language Requirements
- MIW Force Manning
- Professional Military Education

- EOOW Qualifications
- Increase in DH Bonus
- PA Board
- DH Screening Process
- Naval Expeditionary Combat Command
- XO/CO Fleet Up
- 04 Command as 3rd DH Tour

Surface Personnel Readiness Strategy

NAVY PERSONNEL

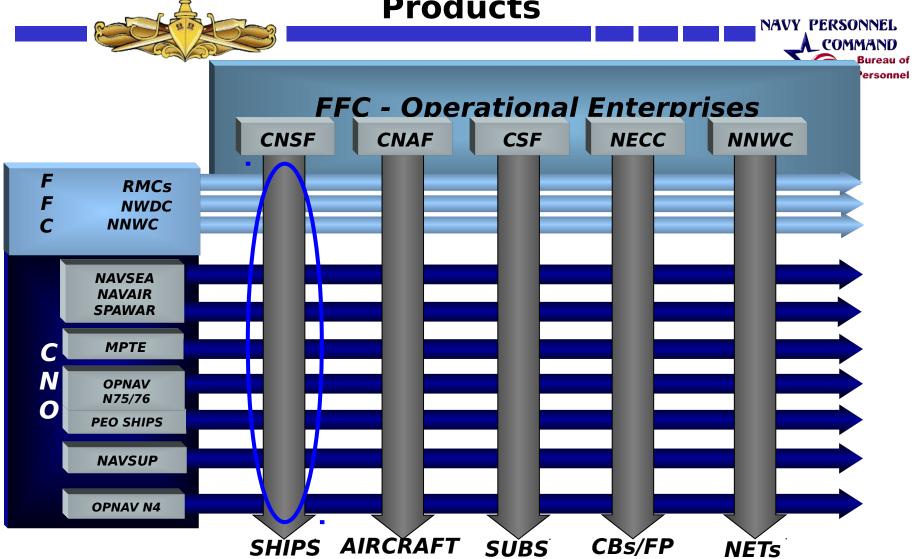
COMMAND
Bureau of
Naval Personnel

- Developed by SWO "New Flag Class"
- Integrated with Navy Strategy For Our People
- Formerly known as Human Capital Strategy
- To be rolled out by CNSF late January or early February
- Developed to complement the Personnel Readiness Team and the Surface Warfare Enterprise
- Designed to best position SWOs to fight ships and lead in the Joint environment

A Personnel Strategy to Deliver Sea Warrior to the Fleet

Operational Readiness Domains

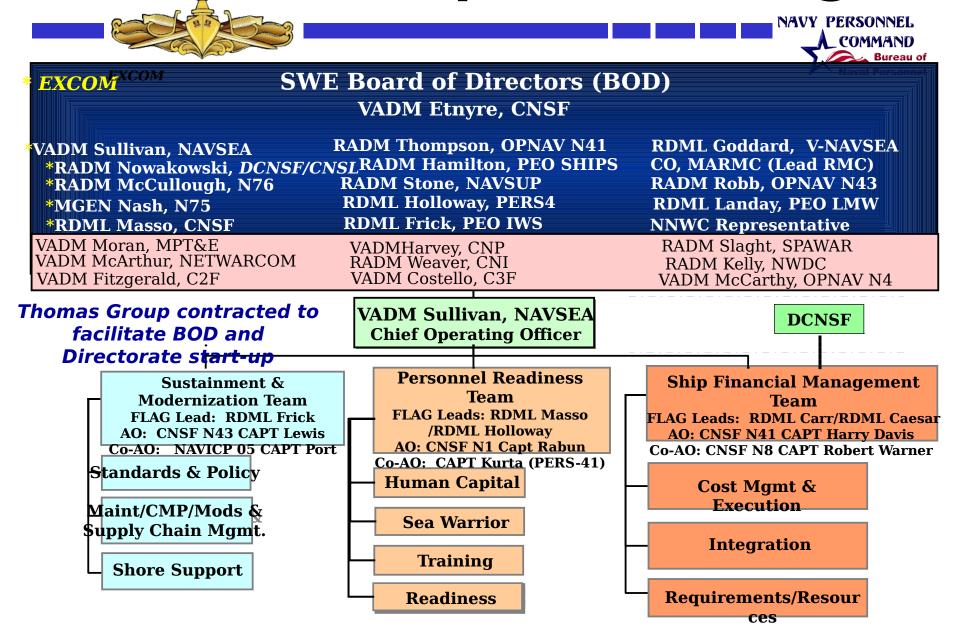
Another look - Intersections Drive the Products



Domain leaders have execution authority or influence over all domain resources.

Overall allegation/re allegation among demains managed energtionally by

Surface Enterprise Oversight



CNO Diversity CONOPS



Accessions



- Match/exceed available market project to future demographics
- Measures of effectiveness may be different for some communities
- Track progress to narrow any gaps between accessions / college population and forecast future workforce

Promotion

- Enhance selection rates across all demographic groups by ensuring assignment, training, mentoring, educational policies and programs offer maximum opportunity to attain the professional qualifications necessary to successfully compete for promotion.

Retention

- Equivalent rates across all demographic groups

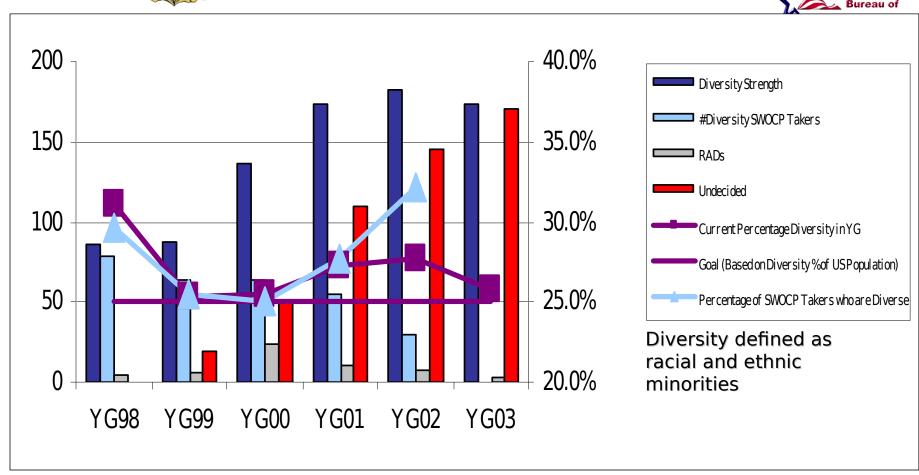
Organizational Commitment

- Increase trend in commitment/satisfaction
- Decrease gap in perceptions of demographic groups on climate surveys

Community Diversity





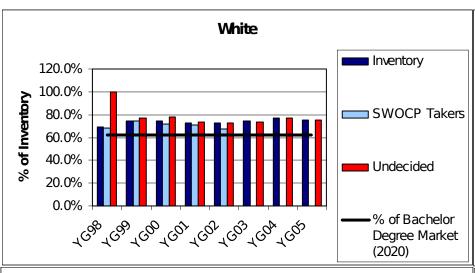


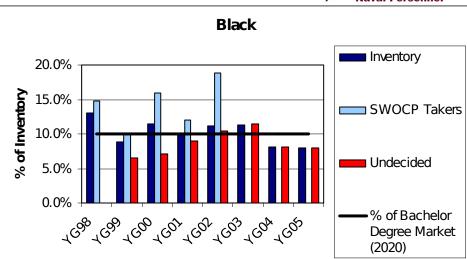
GWOT Requires "Diversity of Thought"

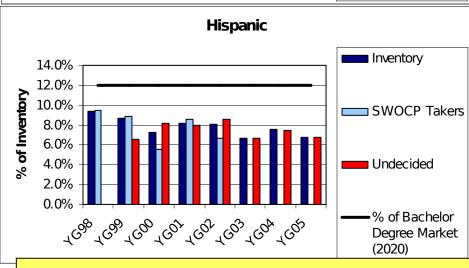
CNO's Diversity CONOPS

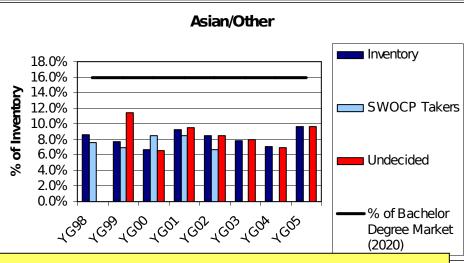












CNO Goal: Exceed or Match Available Percentage of Bachelor Degree

Individual Augments





- Currently Over 65 Surface Warfare
 Officers From O2 to O6 In IA Billets, ~18
 Months
- Directly Supporting the GWOT In Every Theater: Afghanistan, Iraq, Bahrain, Europe, Columbia, CONUS
- SWO JOs Serving As Maritime Watch Officers, Staff Action Officers, and Harbor Defense Watch Officers
- Increasing Number Grant Joint Duty Credit
- Not Detailed by PERS-41
- Command Billets (PRTs)
- Navy Committed to Sending Our Best
- May Conflict with "Normal" Career Path
 - Some in lieu of 2nd Divo, 2nd DH Tour
- 1 Current IA from PERS-41



LCS Manning





- XO/CO Fleet Up
- XO's are Command Screened Post-XO Tour Officers
 - Only for Pre-Commissioning Crews
- Manning Construct
 - 6 Crews for initial 4 hulls (Blue/Gold for First 4 Hulls)
 - 4:3 or additional Blue/Gold for follow-on hulls
- IP Officers will have difficulty meeting Demand Signal

USS FREEDOM/LCS 3 Timeline





- December 05
 - FREEDOM Blue Crew arrived in Norfolk
- Jan 06
 - LCS-3 Keel Laying
- February 06
 - Stand-up PCU FREEDOM in Wisconsin
- March 06
 - FREEDOM Gold Crew arrives in Norfolk
- August 06
 - FREEDOM Builders Trials
- October 06
 - FREEDOM MIW mission package delivery

- December 06
 - FREEDOM Delivery
 - FREEDOM Gold Crew standup
- December 06
 - Stand-up LCS-3 PCU in Alabama
 - Begin phase delivery of LCS-3 MIW modules
- Early 07
 - LCS-3 Launching
 - LCS-3 Blue Crew stand-up
- Mid 07
 - LCS-3 Builders Trials
- October 07
 - LCS-3 Delivery
 - LCS-3 Gold Crew stand-up

Foreign Area Officers (FAOs)





- New Restricted Line Community
- URL Subspecialty
- FAOs will Specialize in 1 of 11 Foreign Areas
 - EUCOM/NAVEUR/SIXTHFLT Career Track
 - (1) North Africa (2) West Africa (3) Europe (4) Russia and Eurasia
 - CENTCOM/NAVCENT/FIFTHFLT Career Track
 - (1) Middle East and South Asia (2) East Africa
 - PACOM/PACFLT/SEVENTHFLT Career Track
 - (1) India and South Asia (2) China (3) Northeast Asia (4) Southeast Asia
 - SOUTHCOM/NAVSOUTH/SECOND and THIRD fleets Career Track
 - (1) Latin America and the Caribbean
- First Board held in December (NAVADMIN 234/05)
 - 25 New Build FAOs from YGs 92-97
 - 3 Years of Training in Monterey followed by Area Tour
 - 25 Enhanced FAOs from YGs 79-94
 - Officers Already Designated Sub-specialists or with Foreign Expertise
- FAO Community Eventually ~ 500 Officers

Defense Language Roadmap

- COMMAND

 COMMAND

 Bureau of

 Naval Personnel
- All Junior Officers will have to know a language
 - Accession Source Training
 - DLI/PEP Tour
- Cadre of Language Professionals
- 25% in Strategic Language
- All Services are Presenting Plans to OSD
- Eventual Requirement for Flag Selection

MIW Billets





- EOD Officers will No Longer Fill Division Officer Billets on MIW Ships
- Big Navy & Community Leadership Dedicated to Improving the MIW Core Competency
 - Contributing Dollars, Personnel & Training
- Billets at All Levels

- 1st Tour DIV: SUPPO & 1st LT

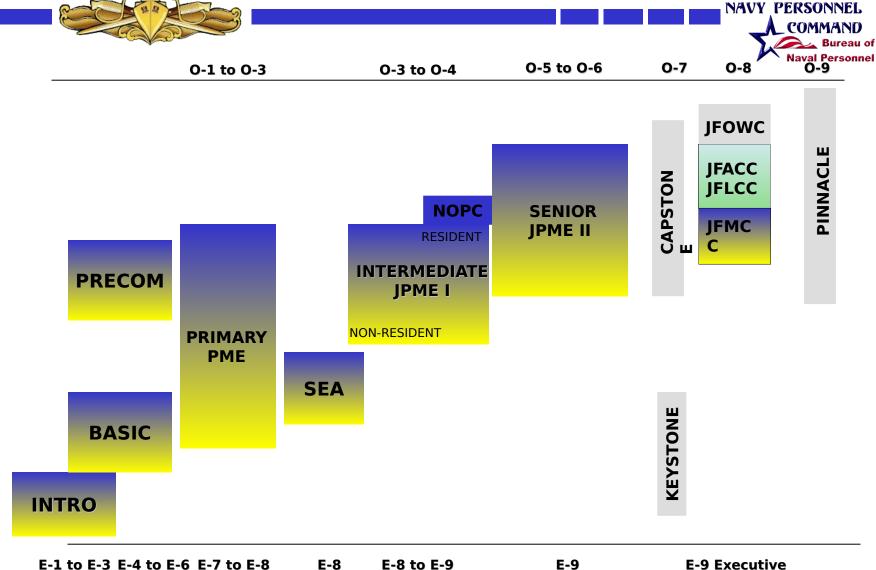
- 2nd Tour DIV: OPS & DCA

- 1st Tour DH: CHENG

- 2nd Tour DH: XO

Quality Officers to Quality Billets

PME in the Navy Where We're Going



Graduate Education

"Capitalize on our Officers' Genius"



- Graduate Education for All SWOs
- Issue is When and Where
 - Naval Postgraduate School (NPS)
 - Naval War College (NWC)
 - USNA Company Officer LEADS Program (M.S. from NPS)
 - SWO MBA Program (MBA from Harvard, Wharton, Kellogg, UCSD, Univ of Rochester)
 - GEV & Instructor Program (18/12 at ATGs/ATRC/SWOS)
 - Tuition Assistance (TA)
 - Distance Learning Programs

Over 80% of SWO O5s Have Their Master's Degree

NPS Graduate Education Strategy NAVY PER

NAVY PERSONNEL

COMMAND
Bureau of
Naval Personnel

- Push to Overfill Tech Degrees
 - 60/40 Technical/Non-Technical Split
- Senior SWO Engagement & Detailer Focus
 - Fill MOVES & USW
- FM & NSA Continue to Require SWOCP
- JPME Phase I Completion During NPS

SWO MBA Program



The Process



BUSINESS SCHOOL

- Topnotch LTJGs & LTs
 - Eligible for 1st Shore Tour
- Sustained superior performance at sea
- Competitive Undergraduate record & GMAT Scores
- 7 Primary & 5 Alternates picked
 - Finalists approved by CNSF
- Must be selected into Grad Ed Program at respective Universities







SWO MBA Program (cont.)



NAVY PERSONNEL

COMMAND
Bureau of
Naval Personnel

Simon School of Business – U of Rochester



Rady School – U of California San Diego



Warrington - U of Florida



 $GMAT\ Scores > 700,\ GPA > 3.2$

USNA LEAD Program

The USNA Company Officer Masters Program







- Top-notch LTJGs & LTs
 - Must have ISIC endorsement
 - Requires interview by 1st Flag Officer in Chain of Command
- Sustained superior performance at sea
- Competitive Undergraduate record
- 4 Primary & 3 Alternates picked Finalists approved by CNSF and USNA
- Participants assigned to USNA for 3 years
 - 1st year spent as a student
 - Final two years as a Company Officer
- Graduates receive a Master of Science in Leadership and Human Resource Development From NPS



Need Female SWO's

JPME Requirement for Command Screening

- NAVY PERSONNEL

 COMMAND
 Bureau of
 Naval Personnel
- JPME Phase I is a requirement for FY09 and future Commander Command Screening Boards (affects Officers on their 1st Look only)
- FY09 Command Screening Board (1st Look only)
 - Apr 2008 XO/CO Fleet Up Commander Command Board
 - PYG 06 1st Look
- FY10 Command Screening Board
 - April 2009 XO/CO Fleet Up Commander Command Board
 - PYG 07 1st Look and PYG 06 2nd Look
- JPME Phase I can be earned via:
 - Correspondence Course
 - Naval Post Graduate School
 - Naval War College
 - Other Services War College

EOOW Requirements





- Fundamental SWO Core Competency
- Requirement for Command Qualification
 - Including LT and LCDR Command
- Vision is for all Division Officers to be EOOW qualified
- Primary discriminator in slating
- Basis to slate to 2nd tour DIVO billets
- Early is best!!

Junior SWO CSRB





- \$25K Incentive Pay for Department Heads (YCS 6, 7, 8)
 - YG98: \$5K, YG99: \$10K (2 payments), YG00 & Junior: \$25K
 - YCS 6: \$15K, YCS 7: \$5K, YCS 8: \$5K
- Required to submit separate application from SWOCP
- Eligibility
 - Qualified and serving as a Surface Warfare Officer (designator 111x) and assigned to PERS-41 for detailing
 - Permanently appointed LT
 - Completed two Division Officer tours or a single longer tour per the Division Officer Sequencing Plan as assigned by PERS-41
 - Have not completed more than 25 years of active duty, and will not complete 25 years of active duty before the end of a JR SWO CSRB contract; subject to subsequent legislative action
 - Sea duty assignable as defined by BUMEDINST 1300.2. Officers deemed not sea duty assignable at YCS 6, 7 or 8 will be ineligible for JR SWO CSRB during that period. Should an ineligible Officer subsequently become fit for sea duty, they will resume eligibility to receive CSRB payments applicable to their current YCS
 - Completed 5 years of commissioned service
 - Approved for SWO continuation pay (SWOCP) contract

SWO(N) PA Screening Board





SWO(N) Principal Assistant (PA) manning:

	YG 95	YG 96	YG 97	YG 98	YG 99
Excess Inventory	+ 7	+ 7	+11	0	1 5
	+25				

- High retention has led to excess PA inventory
- First board in Apr 2006, will cover YGs 96-98
- Mitigation measures have reduced initial excess inventory to +6
- Subsequent boards will cover a single YG, at approx 7.5 YCS

Department Head Screening

- NAVY PERSONNEL
 COMMAND
 Bureau of
 Naval Personnel
- Eligible for Department Head Screening after 3 years of commissioned service
 - Must be qualified as Surface Warfare Officer
 - 1st Look Sept of YCS 3
- Officers will receive 4 Looks
 - YCS 3-6
- Screening based on "All Fully Qualified"
 - Recommended for Department Head afloat in most recent at sea fitness report
 - Don't be coy; spell out recommendation in FITREP!!

Naval Expeditionary Combat Command (NECC)

- NAVY PERSONNEL

 COMMAND

 Bureau of

 Naval Personnel
- To Support the Joint and combined War on Terror and Stay Ready for All Operational Requirements:
 - Identify requirements to organize, train, maintain, and equip a Navy Expeditionary Combat Command.
 - Develop concepts for green and brown water operations to include:
 - Level III VBSS
 - Expanded Maritime Interdiction Operations
 - Expeditionary Training Team Concepts
 - Enhanced Combat and Force Protection Capabilities
 - Civil Affairs
 - Theater Security Cooperation Influence Activities
 - Developing Concepts/Manning for Riverine Squadrons

Riverine Force Stand Up





- Home ported in Little Creek, VA
- Riverine Group Staff
 - Fills JAN 06
 - 7 of 12 Officers Identified
 - 25 of 28 Enlisted Identified
 - Hard Points
 - CSO Billet (CDR 1110)
- Riverine Squadron ONE
 - Fills MAR 06
 - No Females (Combat Exclusion)
 - 14 of 19 Officers Identified
 - 110 of 205 Enlisted Identified





XO/CO Fleet Up





- Officers are screened CO, serve as XO for ~18 months and Fleet Up to CO and serve for ~18 months
- Fleet Up standardized across Surface Force
 - CO Afloat (CDS, CPR, CG, LHA, LHD, DDG, FFG, LCS, LPD, LSD, MCM)
 - CO Special Mission (BMU, ACU, NCWS, HSV, ATG, MSSG, MSC)
 - CO Special Mission NRD programmed for 36 months (18 XO/18 CO)
- Retains and adds XO Special Mission Billets
- Retains LCDR Command
- One Commander Command/XO-SM Screening Board conducted at YCS 12 and YCS 13
- A flexible model based on Force of Record and Year Group Size (throttle tour lengths +/- 1 month)

Increase Opportunity and Command leadership stability

Transitioning From...



NAVY PERSONNEL COMMAND Bureau of Naval Personnel

Current Model



XO/CO Fleet Up Briefing Schedule



- San Diego 16-20 Jan
- Mayport23 Jan
- Japan 25-27 Jan
- Norfolk/Little Creek 30 Jan
- Ingleside 1 Feb
- Pearl Harbor 6 Feb
- Bahrain 8 Feb
- Naples/Gaeta
 9 Feb
- Everett/Bremerton 13 Feb

"Early Command"





- Single Screening Board for PC and MCM Command
 - Held during 1st Department Head tour
 - Recommendation from CO and 1st Flag
 - TAO and EOOW are mandatory
 - Screened for "Early Command", slated to PC/MCM based on desires and timing
- PC Command in lieu of 2nd Department Head tour
 - No change to current career path
- MCM Command in lieu of 3rd Department Head tour
 - 2nd Department Head tour as XO
 - No change in amount of sea duty prior to assuming command
 - Still have 3.5 years ashore after tour to complete:
 - JPME/Joint Tour
 - DC Tour etc.





SWO Career Management

Career Management





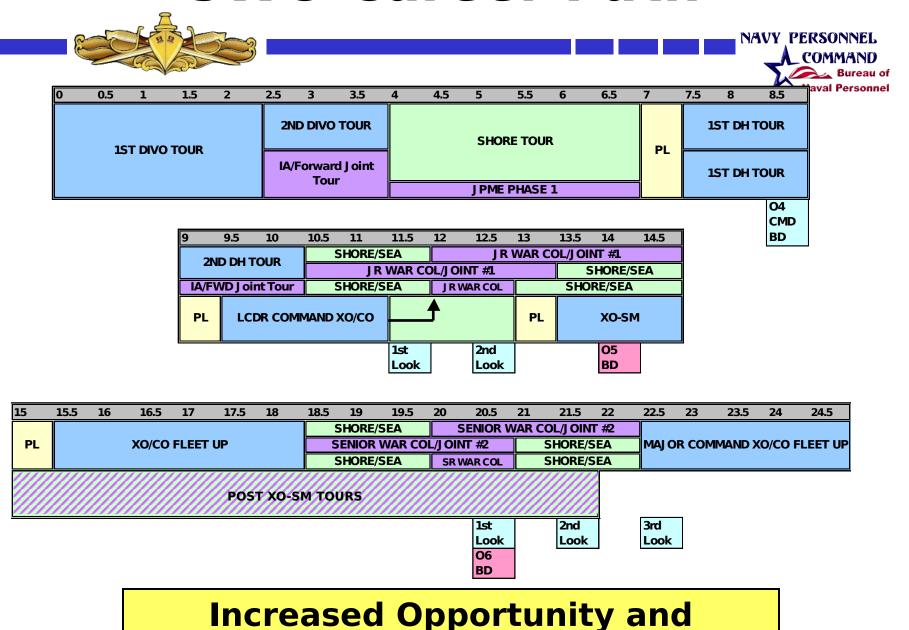
- SWO Career Path
- SWO/EOOW Qualifications
- Slating Process
- Administrative Screening
 - Department Head
 - XO/CO Fleet up
 - XO-SM
- Statutory Selection



- Specialty Career Path
- Career Long Compensation Incentives

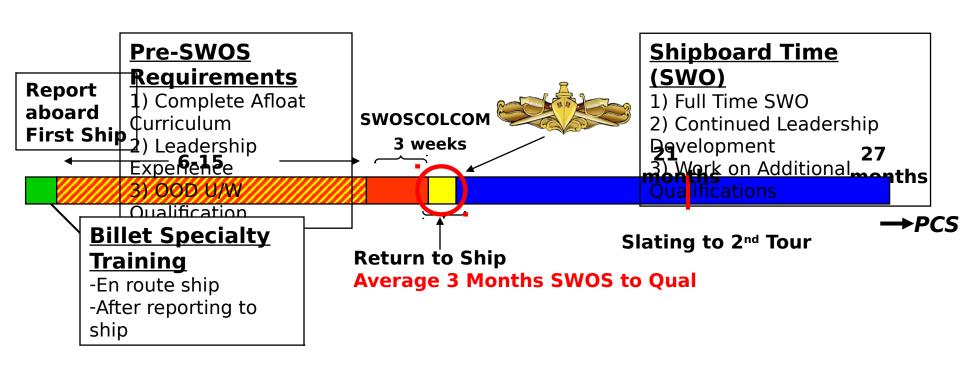
Things You Should Know

SWO Career Path



Getting Qualified..... "SWOS at Sea"



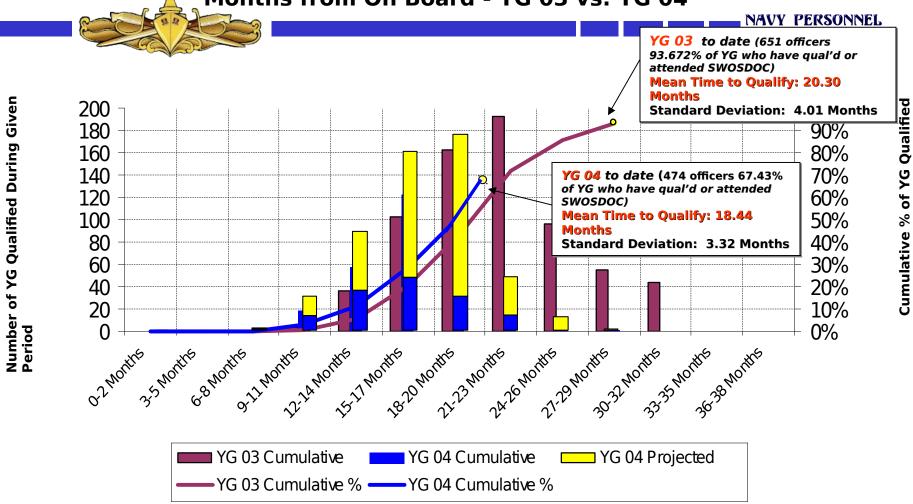


Division Officers Need to Qualify EOOW

SWOS at Sea: A Success Story

SWO Qualifications

Months from On Board - YG 03 vs. YG 04



3 Months Average Time to Qualify after SWOS

Screening for Department Head





- Eligible Before the Board YCS 3 through 6
 - Must be designated an 111X Surface Warfare Officer
- Single Biggest Contributing Factor to Successfully Screening is the Officer's ability to attain a Department Head afloat recommendation from an afloat CO and maintain it through their at-sea Division Officer tours
 - In Most Cases Recommendation was in Block 40/41 on Officer's Fitness Reports
- Don't Overlook Qualifications
- COs <u>Cumulative</u> Average is a Measure!
- FITREPS are for Administrative and Statutory Boards

Dept Head Board Selects All Qualified Officers

Getting Slated



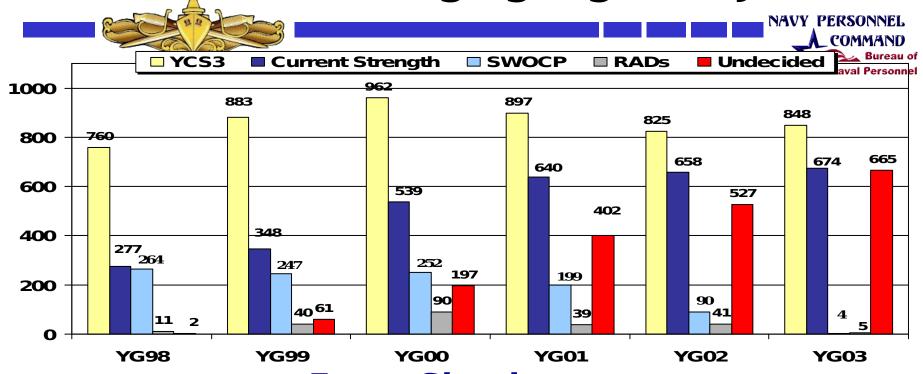


- ALL Billets to be Slated Posted on 41 Website
 - Hull Number Not Listed (Ship Type/ Billet/Homeport Only)
 - 2nd Divo
 - 1st Tour Department Head
 - 2nd Tour Department Head
 - XO-SM
 - CO-SM
- Tailor Duty Preferences to Billets Listed -- and Keep Updated

Dept Head School by YCS 7.5
XO-SM prior to In-Zone look for O-5

XO/CO Fleet IIn at ~YCS 15 5

Outlook - Engaging our JO's



Force Shaping

On Ramps

- Grad Ed Programs
- Increasing SWOCP
- Detailing Business Rules
- Early Rollers

Tools

- Mentorship: Detailer - CO - Flag
- DOSP Options
- SWOCP Tied Billets
- Specialty Career

Off Ramps

- ·IRAD
- MSR Waiver
- SWO-Nons
- Dept Head Screening Board

Path

We Must Maintain On & Off Ramps as Part of Our Force Shaping

JOs Committing Early





SWCC Approved SWOCP billets	FY06 Billets	SWOCP Contracts
USNA Company Officer	4	4(1)
GEV(SWO MBA & 18/12)	47	47(1)
NPS Hi Vis (NSA & FM)	27	27
USNA ProDev Instructors	15	15(1)
PEP Tours	12	12(1)
NWC	3	6
NROTC	6	10
Total	114	121(1)

Note:

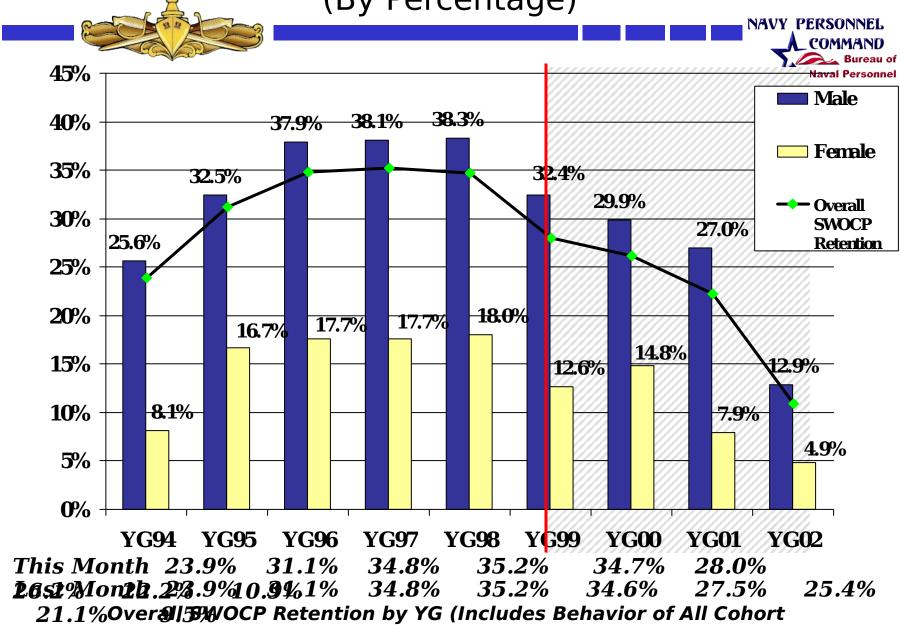
(1) Projecte

(

Tying High Demand Shore Duty Billets to SWOCP

SWOCP

(By Percentage)



Getting Promoted





- In Zone for LCDR at Approx 10 Yrs Commissioned Service
- ALNAV RMG Promulgates Eligible Officers
- Current URL Promotion Zone Forecast

Spring 06
 Last 95% YG 97, First 10% YG 98

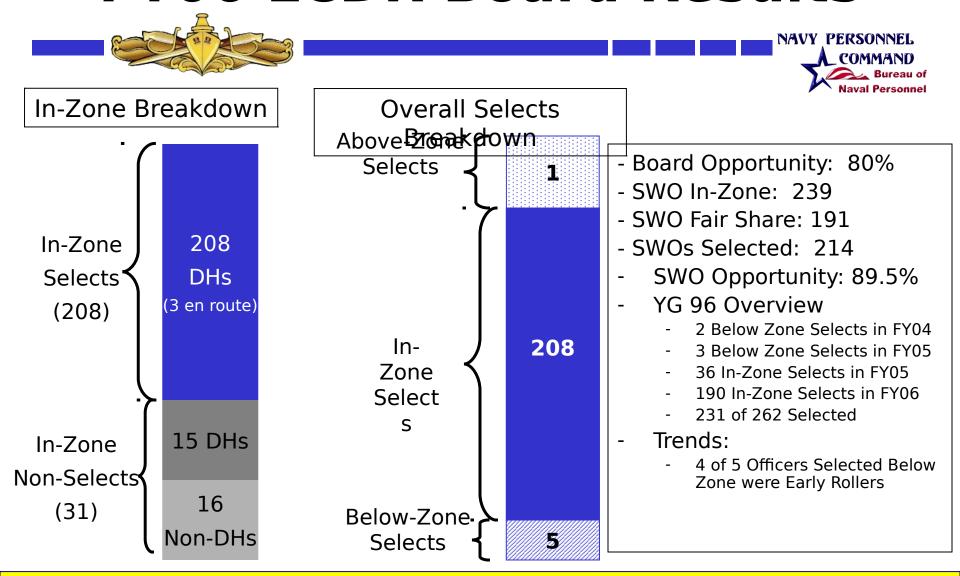
- Spring 07 Last 90% YG 98, First 20% YG 99

- Spring 08 Last 80% YG 99, First 15% YG 00

All are Estimates and Subject to Change

A Successful DH Tour is Key to Selection to LCDR

FY06 LCDR Board Results



4 in-zone successful but not stellar DH's were passed over, 7 in-zone successful DH's were passed over due to divo/shore duty

Screening for XO/CO





- Commander Command Board (DEC 05)
 - Demonstrated sustained superior performance as DH/XO/LCDR CO
 - Diversified and Enhancing Duty
 - OPNAV, Big Deck Amphibs, Numbered Fleets, Squadron Chief Staff Officer
 - Tie Breakers:
 - 0-3/0-4 CO, Grad Ed, Cmd Qual, Post DH/XO Sea Duty, Overseas, JPME
- Major Command Board (NOV 05)
 - Breakout in O-5 Command
 - Post Command Sea/Overseas tours
 - Post DH Shore Tours Value Added for the Out Years
 - Diversified Assignments (including location)

Do Your Tours Build Towards the Jobs of Tomorrow?

When Will I be Eligible?





- SYG to PYG ... Eliminates Guesswork Example:
 - Selected for LCDR by the FY06 board
 - Met in April 2005
 - Results in July/August 2005
 - Promoted to LCDR in FY06 (Thus PYG06)
 - XO/CO 1st Look
 APR 08
 - XO/CO 2nd Look (XO-SM)
 APR 09

Everyone Should Know Their

Opportunities to Serve on a **Board**

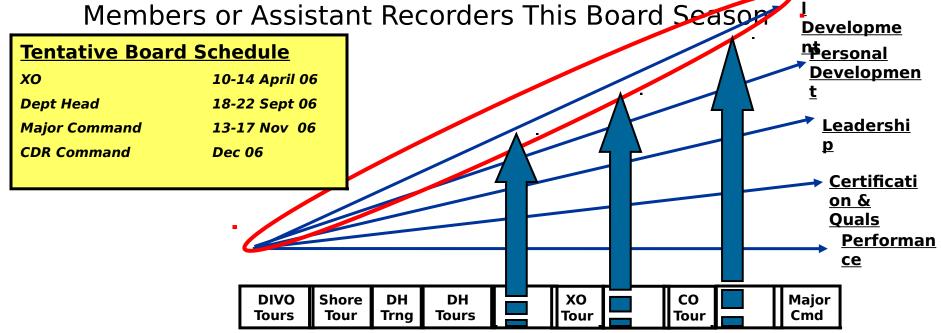




Professiona

Vision

- Develop Overall SWO Community's Knowledge and Experience Base at Selection Board
- Over 125 Screened Officers Have Served As Board



If You Get Selected, Give PERS 41 a Call to **Receive the Latest Community Brief**

Specialty Career Paths





- Specialty Paths
 - AT/FP
 - Strategic Lift MSC/MPF
 - Mine Warfare
 - Shore Installation Management
 - Missile Defense
 - Anti-Submarine Warfare
- Volunteer for Program
- Board Selection
- Incentives
 - Promotion Opportunities
 - Geographic Stability Possibility
 - Education & Skill Development
 - XO/CO Opportunity

Information Resources:

PERS 41 Website:

NAVADMIN 220/04 FAOs

Articles:

Navy Times Stars and Stripes Navy News

- Open to Successful <u>Post-Department</u> Head Officers.
- ➤ Apply as Early as Completion of 1st Department Head Tour

Career Long Incentives





- SWOCP
 - \$50K for 2 Department Head tours
- Junior CSRB (Augments SWOCP)
 - \$25K Increase Under CSRB Program targets SWOCP Cohort group
 - Plan Is To Increase to \$100K in FY08
- SWO Critical Skills Under CSRB Payment Authority
 - CSRB LCDR Bonus Pays Up to \$46K for 3 Year Contracts
 - \$12K for 1 Year Contracts (Maximum of 3 Installments)
- Senior SWO Bonus Under CSRB Payment Authority
 - Funding received in FY05, Started 10NOV04
 - Tied to Select Operationally Oriented O5 & O6 Billets
 - Pays Up to \$30K to O5s and \$40K to O6s Over 2 Years

Over \$200K in Bonuses throughout your Ca

Good News Stories





- Early Leadership!
- Command Opportunities
- Career Path Flexibility
- Retirement Plan
- Graduate Education Opportunities
- Bonuses / Career Pay
- Thrift Savings Plan
- Tri-Care for Life
- Annual Promotion & Longevity Pay Raises
- BAH Increases
- Family SGLI

It's a Great Time to Be a SWO!

Extreme Contact Sport





- Phone, Web, E-mail, VTC, CHAT
 - Pers 41 Web Page
 - WWW.SURFACESPOUSES.NAVY.MIL
 - <u>WWW.NPC.NAVY.MIL/OFFICER/SURFACEWARF</u> ARE/
 - WWW.SWONET.COM
 - Detailer Visits
 - 1-877-673-6772 (toll-free number)
 - Link-Perspective Magazine (available online)

PERS 41



Questions and Answers